

## Official Title and Summary

Prepared by the Attorney General

### PUBLIC SCHOOL TEACHERS. WAITING PERIOD FOR PERMANENT STATUS. DISMISSAL. INITIATIVE STATUTE.

- Increases length of time required before a teacher may become a permanent employee from two complete consecutive school years to five complete consecutive school years.
- Measure applies to teachers whose probationary period commenced during or after the 2003–2004 fiscal year.
- Modifies the process by which school boards can dismiss a permanent teaching employee who receives two consecutive unsatisfactory performance evaluations.

### SUMMARY OF LEGISLATIVE ANALYST’S ESTIMATE OF NET STATE AND LOCAL GOVERNMENT FISCAL IMPACT:

- Unknown net effect on school districts’ costs for teacher compensation, performance evaluations, and other activities. The impact would vary significantly by district and depend largely on future personnel actions by individual school districts.

### ANALYSIS BY THE LEGISLATIVE ANALYST

#### BACKGROUND

Most of the employees of K–12 school districts are referred to as “certificated” employees. These consist mainly of teachers but also include instructional specialists, counselors, and librarians.

All of these employees must have some type of license (or certificate) prior to being employed by a district to show basic qualifications in their job area.

***Job Status of Certificated Employees.*** Under current state law, certificated employees serve a *probationary* period during their first two years of service

LENGTH OF STATES’ PROBATIONARY PERIOD FOR K–12 TEACHERS						
ONE YEAR	TWO YEARS	THREE YEARS			FOUR YEARS	FIVE YEARS
Connecticut North Dakota South Carolina	<b>California</b> Illinois Maine Maryland Mississippi Nevada New Hampshire Vermont Washington	Alaska Alabama Arizona Arkansas Colorado Delaware Florida Georgia Hawaii Idaho Iowa	Kansas Louisiana Massachusetts Minnesota Montana Nebraska New Jersey New Mexico New York Ohio Oklahoma	Oregon Pennsylvania Rhode Island South Dakota Tennessee Texas Utah Virginia West Virginia Wisconsin Wyoming	Kentucky Michigan North Carolina	Indiana Missouri